



Navy Leadership and Equal Opportunity

prepared for

Equal Opportunity Advisor Conference

26 NOV 01

YOUR BOSS'S ROLE

- LEADERSHIP COMMITMENT IS THE



**TO ACHIEVING EQUAL OPPORTUNITY
IN THE NAVY**

YOUR ROLE



- NOT ONLY BE ADVISORS...BE
INFLUENCERS

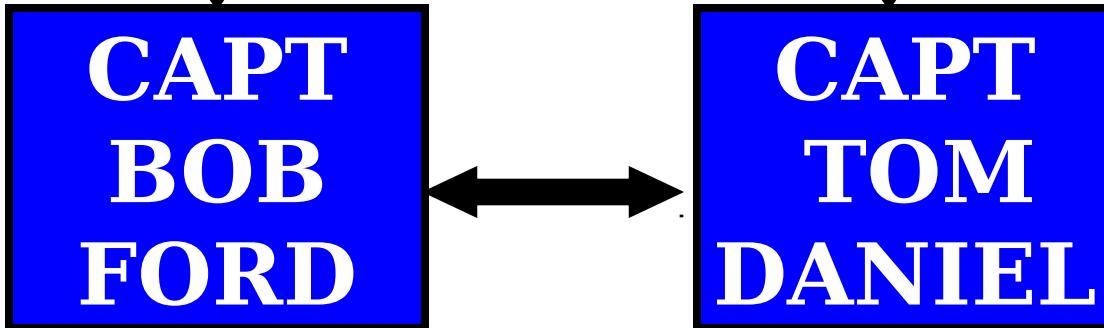
FIRST STEP TO
INFLUENCING YOUR BOSS
IS DEVELOPING A

RELATIONSHIP

NAVY EO PHILOSOPHY



RELATIONSHIP



DEVELOPING THE RELATIONSHIP



■ ESTABLISH *CREDIBILITY*

- COMMUNICATION IS ESSENTIAL
 - » DO NOT COME TO BOSS ONLY WHEN PROBLEM ARISES. ESTABLISH ROUTINE PARTICIPATION THAT KEEPS THE BOSS INFORMED!
 - » METHODOLOGY
 - 1) WEEKLY EMAILS TO ESTABLISH STATUS REPORT
 - 2) ROUTINE PHONE CALLS
 - 3) FACE-TO-FACE: PARTICIPATE IN WEEKLY DEPARTMENTAL MEETINGS WITH OTHER COMMAND LEADERSHIP
 - 4) HARDCOPY: ESTABLISH A ROUTINE REPORT (MONTHLY, QUARTERLY OR WEEKLY)

■ ONCE CREDIBILITY IS ESTABLISHED, YOU CAN GAIN *ACCESS*

DEVELOPING THE RELATIONSHIP



■ ASSESSING YOUR BOSS'S PRIORITIES

- IS EQUAL OPPORTUNITY A PRIORITY?**
- IS IT EVEN ON HIS HORIZON?**
- IS YOUR BOSS PROACTIVE OR REACTIVE ON THE EO FRONT?**
- WHAT IS HIS PERSPECTIVE?**

■ PROACTIVE VS. REACTIVE

- IF NOT ASKED, THEN WHAT?**
 - » GIVE ROUTINE STATUS REPORTS ANYWAY.**
 - » OUTLINE TO THE BOSS A SKED OF REPORTING STATUS. THEN DO IT!**
 - » PROVIDE A PRODUCT TO DELIVER TO BOSS.**

DELIVER A PRODUCT



- **MANY VIEW EO NEGATIVELY RATHER THAN POSITIVELY. PROVIDE POSITIVE SPIN...HOW?**
 - BE A PROBLEM SOLVER
 - PROVIDE AWARENESS
 - » UPDATE BOSS ON STATUS OF OVERALL NAVY EO (DATA FROM PERS-00H ON CASES, ETC.)
 - PRODUCE HARD DATA
 - » TOOLS THAT ARE ALREADY PRESENT:
 - COMMAND CLIMATE SURVEYS
 - EO FOCUS GROUPS
- **EOA BEST PRACTICES**